



Southern Hemisphere
SUPPORTING MEANINGFUL CHANGE

In 2019 we really celebrated our Youth Development focus

As 2019 draws to a close, we reflect on Southern Hemisphere's internship program and its influence on young practitioners.



Left: Matodzi Amisi (Chairperson of SAMEA); Middle: Dena Lomofsky (Senior Partner, Southern Hemisphere) and Right: Dr Lauren Wildschut (Academic coordinator, CREST, Stellenbosch University)

Dena Lomofsky received an award, at the 2019 SAMEA conference, for her contribution to supporting young monitoring and evaluation practitioners in their career development and growth, and for her commitment to transformative capacity building. Dena accepted the award on behalf of Southern Hemisphere which has seen over 40 young practitioners graduate in the internship programme.

Southern Hemisphere runs an internship programme to mentor Masters' students and graduates who are eager to learn from development initiatives and gain valuable work experience. We also host MA students in Social Development from the University of Cape Town for their 6 week internship. Last year we asked them to conduct an evaluation on our Internship Programme. The evaluation showed that Southern Hemisphere's internship programme contributed positively to the career development of our past interns, mainly through on-the-job skills development and the fact that they can access our training. Interns mainly mention that they have gained the following skills: planning, monitoring and evaluation, project management, facilitation, research skills.

Our interns have since taken diverse career paths including programme coordination, evaluation, research and academia. We also recruit internally from our internship and mentoring programme, and currently, one-third of our Southern Hemisphere team has graduated from the internship programme and are launching their careers in monitoring and evaluation for international development.

Our interns are mainly from African countries, including South Africa. As a small firm, we believe that we are making a big difference in the lives of each intern and we only have 1 indicator - that interns move on to employment (or self-employment) or further education. Thus far, we have a 100% success rate with our interns.



Brilliant Bhebe, a recent past intern has formally joined the SH Team as a Researcher-Evaluator and has this to say about the Internship programme. " I acquired a wide range of research and evaluation skills during my 2018-2019 internship at SH. I think what makes the SH Internship programme stand out from the rest is that it is tailored to meet your individual career goals through having an Individual Development Plan (IDP) and regular check ins with your mentor to track your progress."

Our work contributes to enhance youth development in Africa

Over the last three years, Southern Hemisphere has strengthened our portfolio on youth projects - with a focus on education, employment and leadership. Here are some of the highlights:

Learning facilitation for the Comic Relief "**I Define Me**" initiative. The initiative supports projects in South Africa, the United Kingdom and Colombia to work with girls and young women who are affected by gangs. We have had loads of fun designing learning experiences for the projects and have seen wonderful results as projects innovate and improve to achieve their desired results.

Evaluation of the **Activate! Youth Leadership Network** (DG Murray Trust), which seeks to develop positive change drivers who are leaders and would contribute to the betterment of South Africa. The initiative consists of a network of 3500 young leaders in South Africa, between 18 and 30 years of age, who are committed to public innovation. The purpose of the evaluation was to contribute to the improvement and learning of the Activate! Design and implementation team.

Evaluation of the **Moshal Scholarship Program**, which supports financial disadvantaged

students and those with difficult home lives who wish to access tertiary education in South Africa. These students face varied and complex challenges, many of which arise from the unique socioeconomic and political context in which they live. The purpose of the evaluation was to assess whether the package of support offered by the foundation is providing the best return on investment, in terms of meeting the need of students, preventing dropouts, paying for extra semesters, assisting students with the job market and paying it forward, or whether the Fund could put more students through university with less support.

The **Development of a Monitoring and Evaluation Framework for the National Youth Policy** (UNFPA South Africa and the South African DPME-Presidency), which promotes the development and empowerment of young people. The purpose of the project was to design a monitoring and evaluation system for implementation of high impact prioritised interventions, ensure that decision makers have the right data to identify and learn from areas of success, pinpoint areas for investment, track progress over time and identify and share good practices between role players in the youth development spaces.

Mid-term evaluation of the **Mastercard Foundation Scholars Program in Africa**. The Mastercard Scholars Program allows students whose talent and promise exceed their financial resources to complete their education by providing financial, social and academic support. The purpose of the evaluation was to conduct a rigorous assessment of the progress and learning from the implementation of the Scholarship Program at the three selected university partners in South Africa, Ghana and Uganda. It also sought to identify good practice models and areas for quality improvement. The results were used to strengthen the model in preparation for expansion and roll out in collaboration with more universities in Sub-Saharan Africa.



planning, monitoring
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ACTIVATE!
change drivers

M | MOSHAL
SCHOLARSHIP
PROGRAM



Focus on 2020

In 2020, Southern Hemisphere will be celebrating 20 years in business. Look out for information about events and opportunities as we invite you to celebrate with us.

We will continue to strengthen our youth development portfolio and of course maintain our

niche as social development specialists in Africa.

Sign up for our course on Design Thinking for Social Innovation, in March 2020

[\(Click here for more details\)](#)



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**DESIGNING THINKING FOR
SOCIAL INNOVATION**
Training Workshop

11 – 12 March 2020
Cape Town
Contact: Miriam Chikwanda
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For more information, please contact training@southernhemisphere.co.za. Please feel free to share with friends and colleagues. [Visit our training page for more information on our training.](#) Hope to see you on our courses in the future.

We would like to thank all our clients and associates for their commitment to social justice. We wish you all a good festive season and plenty of rest, there is much to be done in 2020!